



Parental leave

As of 1 January 2010, the National Employment Standards will apply to all staff of the University of Adelaide. This fact sheet provides an outline of the Parental Leave standard in the NES (also referred to as maternity, partner and adoption leave) and how it applies to staff of the University of Adelaide.

What is provided in the NES?

The NES provides for 12 months of unpaid parental leave (which includes maternity, adoption and partner leave) for staff who have completed at least 12 months continuous service.

Under the NES, a staff member may apply for a further 12 months unpaid leave.

Additional unpaid parental leave must be requested in writing via the appropriate leave form. Refusal to approve additional unpaid leave can only occur where there are 'reasonable business grounds' and that those reasons have been provided to the staff member in writing within 21 days.

What Parental leave entitlement is provided for at the University of Adelaide?

The University of Adelaide Collective Agreement 2006—2008 (the Agreement) provides eligible staff with:

- Up to 104 weeks of maternity leave (other than casuals), of which 26 weeks is paid leave as long as the staff member has completed one year of continuous service with the University.
- Up to 104 weeks of adoption leave, of which 26 weeks is paid leave so long as the staff member has completed one year of continuous service with the University.
- One week of paid leave and one week of unpaid

Partner leave. Staff may apply for up to a further 50 weeks of unpaid partner leave provided that the partner is the primary caregiver.

What has changed?

'Employee couples' and parental leave.

Under the NES, special conditions will apply to staff of the University who are in a spousal or de facto relationship with another member of staff. In summary, each staff member will be entitled to take three weeks unpaid parental leave at the same time immediately after the birth or placement of a child under 16 years of age. Any remaining leave needs to be taken separately. If this applies to you, you should seek further information from Human Resources.

Casual staff will be able to access unpaid parental leave.

A casual staff member who has had at least 12 months of continuous service with the University, and has been employed on a regular and systematic basis over that 12 months, and would have a reasonable expectation of continuing employment, also has access to the minimum unpaid parental leave entitlements under the NES.

What if I need more information?

If you have any questions about your entitlement to Parental Leave, please contact the HR Service Centre at: hrrservicecentre@adelaide.edu.au or 8313 1111.

